

Defense Organizational Climate Survey (DEOCS)

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11/25/2020

Unit: USS FORREST SHERMAN (DDG 98) | Survey Date: 11/02/2020 - 11/23/2020 | Report: Overall Unit



About

Heading	Description	
Overview	Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.	
	The Defense Organizational Climate Survey (DEOCS) dashboard provides valuable information about members' perceptions of the organization's climate. Your organization's DEOCS results may display both organizational strengths and concerns. It is important to review all sections in this dashboard. Doing so can help create a more complete picture, help validate potential areas of concern, and determine if the apparent climate of your organization or any subgroup(s) warrants further action.	
	Additional methods, such as focus groups, observations, and reviews of records, can be used to learn more about issues identified in the survey, including clarification of perceptions of climate factors, reasons why these perceptions exist, and suggestions for improvement.	
Navigating the Dashboard	While the DEOCS is open, use the Response Rate tab to monitor the number of people that have completed the survey to date. This tab will display an up-to-date response rate, the number of completed surveys by day, and a table of current and historical response rates for all surveys you have administered.	
	Once the DEOCS is closed and your results are generated, start by reviewing the Summary and Primary Climate Factors tabs for an overall picture of your organization's results. These tabs will display results for the three main climate factors measured on the DEOCS: organizational effectiveness, equal opportunity (EO) / equal employment opportunity (EEO) / fair treatment, and sexual assault prevention and response (SAPR).	
	The Primary Climate Factors tab contains a section filter menu that you can use to explore the Factor Results for all of the primary climate factors, as well as the Demographic Comparisons, which will display results by key demographic categories (e.g., men/women, enlisted/officer, and supervisory/non-supervisory). Use these results to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.	
	Use the Secondary Climate Factors tab to explore additional results related to connectedness, sexual assault reporting knowledge, bystander intervention, unwanted workplace experiences, hazing, and bullying.	
	The Secondary Climate Factors tab contains a section filter menu that you can use to explore the Factor Results for all of the secondary climate factors, as well as the LDQ questions, which will display results for any custom multiple choice questions that were included on your DEOCS.	
	Review the Item Summary tab to find more detailed results for the questions related to the primary climate factors on your DEOCS.	
	The Download tab contains three options that allow you to download an overall unit report, executive report (includes overall unit results and subgroup results in one report), and subgroup/subunit reports, if applicable. Use the "Report" filter on this tab to select the type of report you need.	
	The Comments Download tab allows you to download a PDF copy of all comments and custom short answer questions that may have been included. Comment reports can be generated for the overall unit or for subgroups. Use the "Report" filter on this tab to select the type of report you need.	
	The blue QuickLinks button provides more information about most of these tabs and also contains links to resources on https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home	
	For more help navigating the dashboard or to find information on the features and functionality of the dashboard, go to the home page of the DEOCS portal and click on the question mark icon in the upper, right corner of the screen.	
Index	Additional information for many of the tables and graphs in this report can be found on the last page in the Index table. Each applicable table or graph will have an Index number above it. Match this Index number to its description in the Index Reference Table on the very last page of the report to find more detailed information about what is shown.	
Making Climate Assessment Results Work for Your Organization	1. Share the results with members of your organization.	
	2. Involve key leaders; let members know you are acting on their feedback.	
	3. If needed, establish an action team to develop and implement a plan for organizational improvement.	

24 rows total

Heading	Description	
Assessment to Solutions	For information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at: https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home	
	Assessment to Solutions was created to support leaders and equal opportunity professionals throughout the climate assessment process. It provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.	
	The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include organizational effectiveness, EO/EEO/fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.	
Contact Information	The DEOCS HelpDesk is available to assist you and can be reached at:	
	deocs@datarecognitioncorp.com	
	1-833-867-5674	

Response Rate

43%

Total in Unit

301

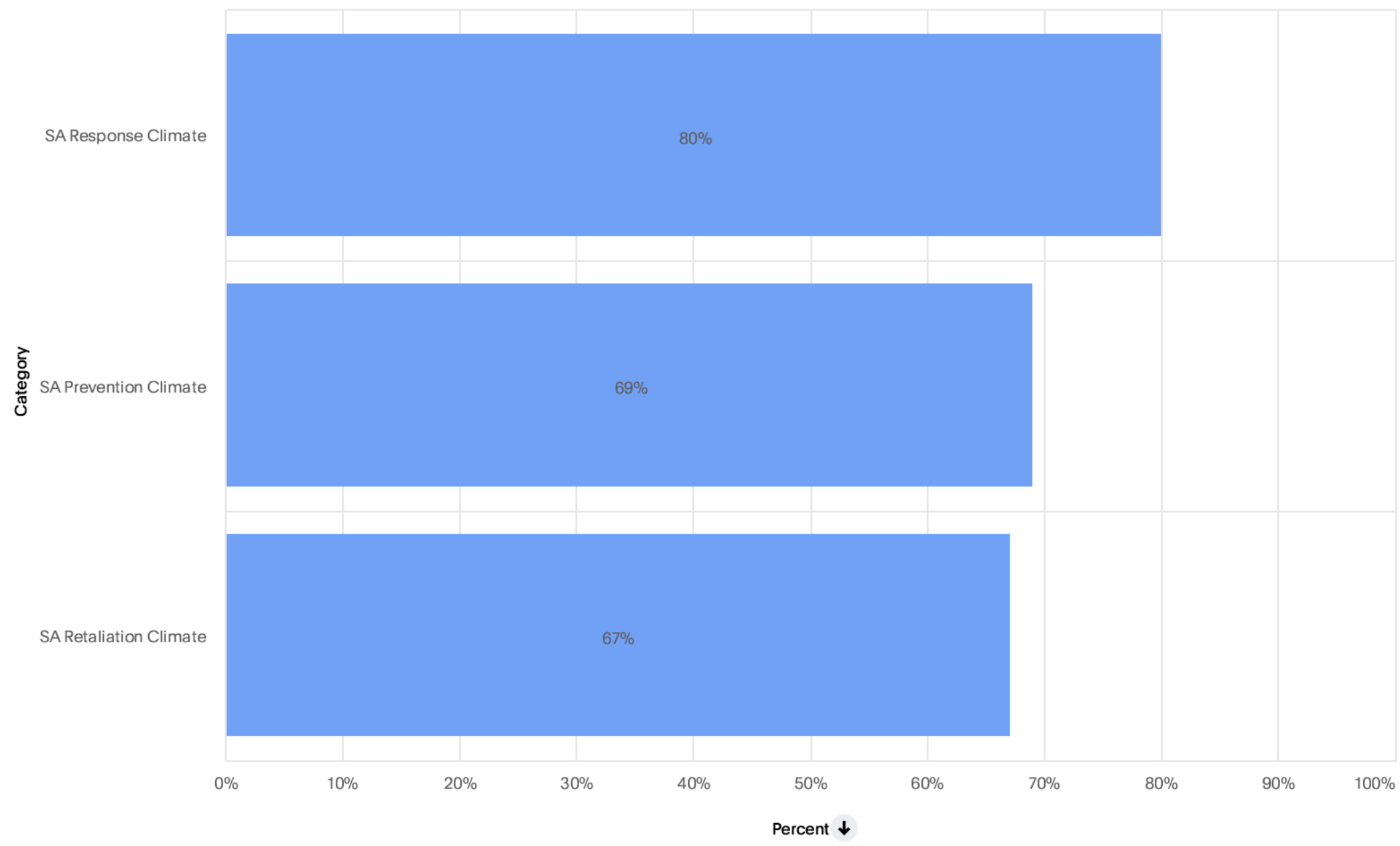
Total Surveys Returned

130

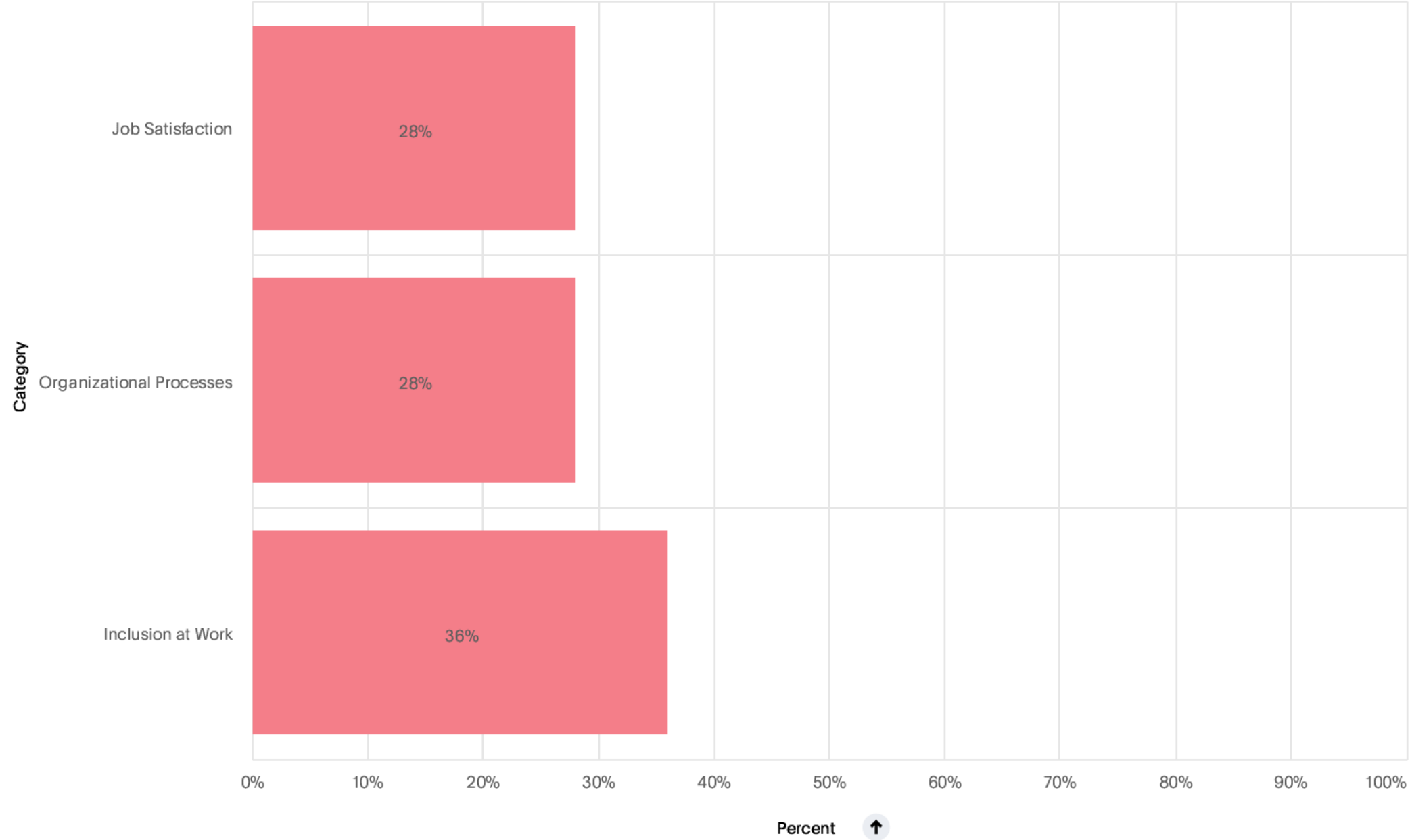
Total Incomplete Surveys

35

Top 3 - Climate Factors with Highest Favorability Ratings

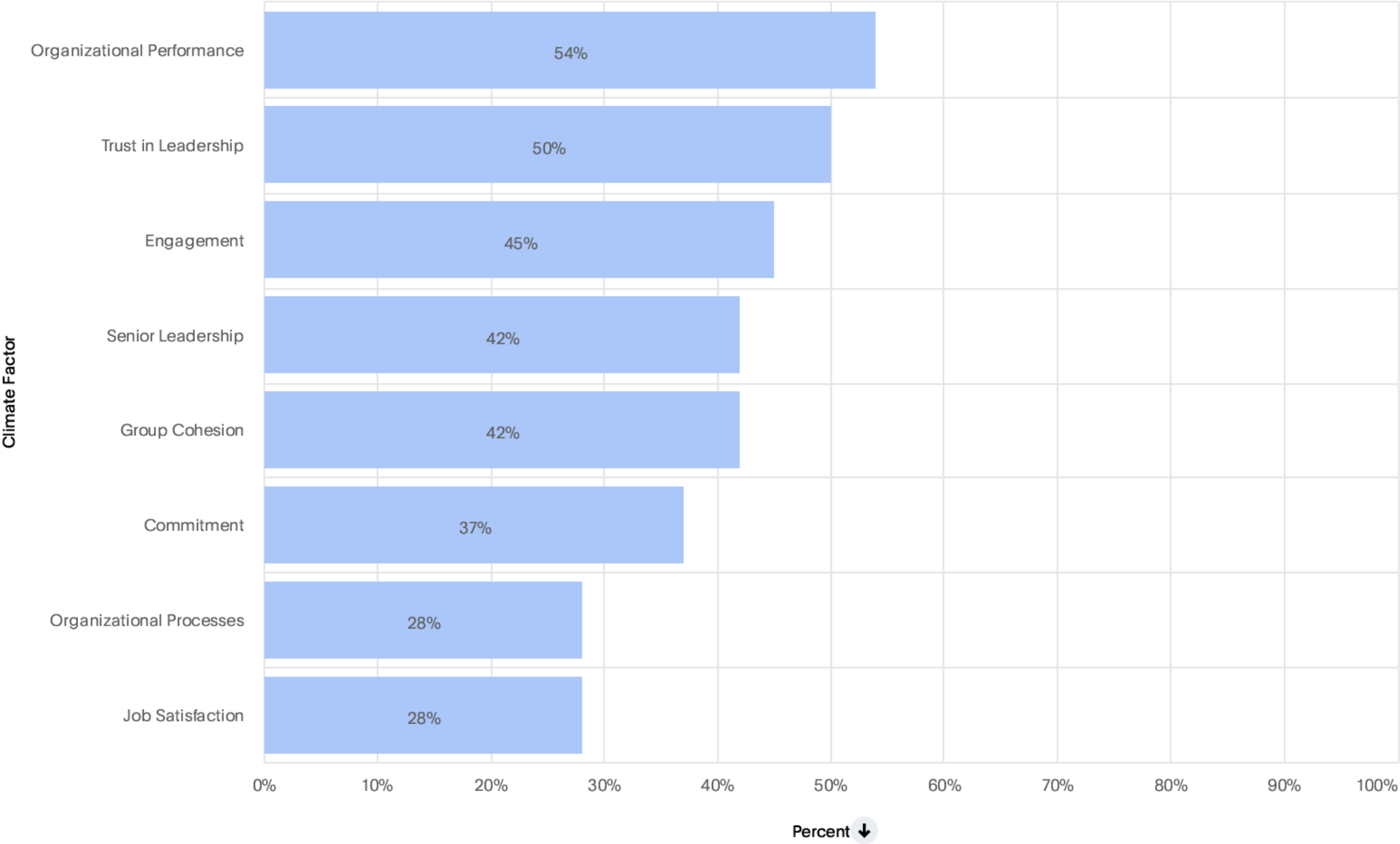


Bottom 3 - Climate Factors with Lowest Favorability Ratings



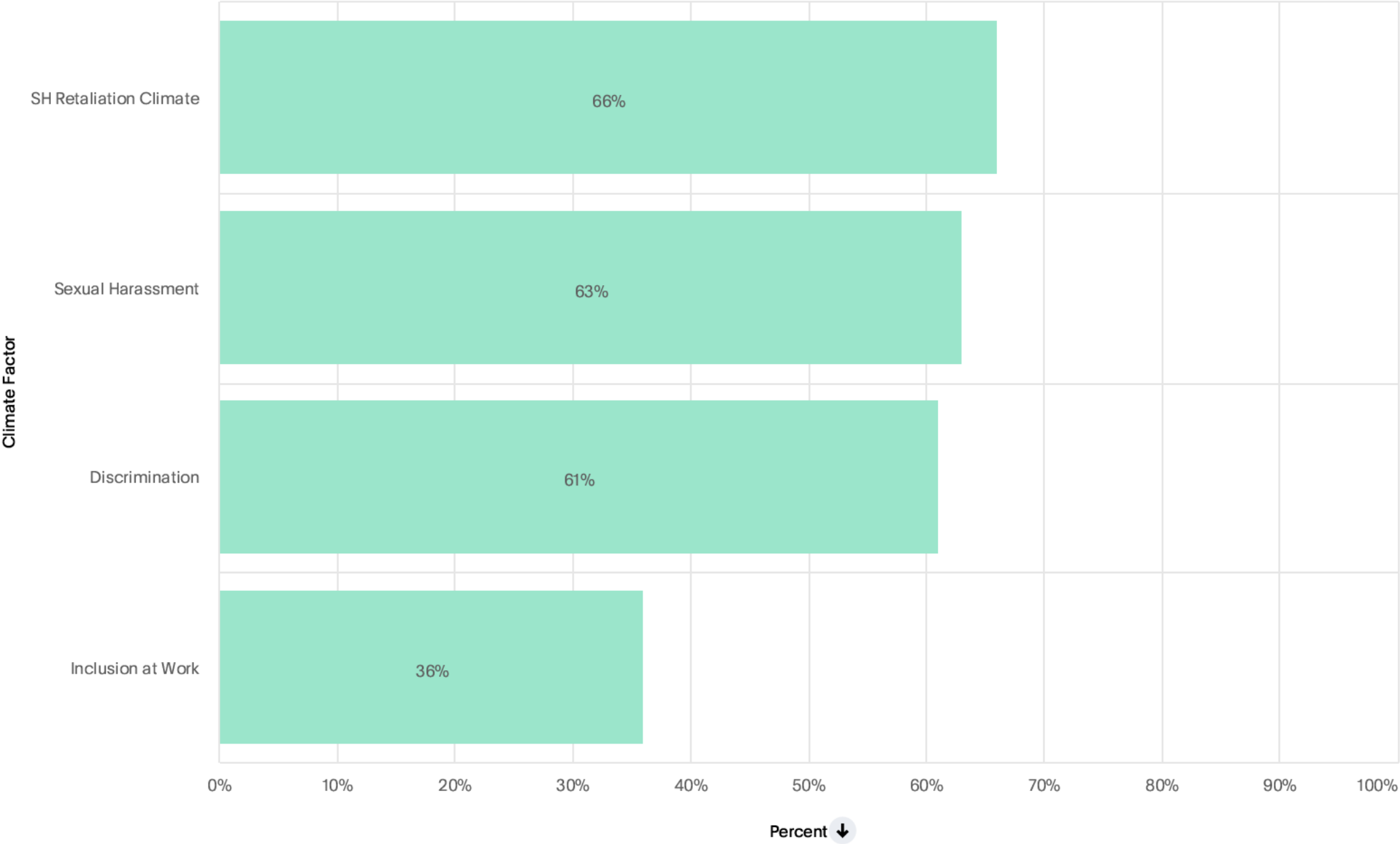
Organizational Effectiveness

Your unit's overall favorability ratings for Organizational Effectiveness are displayed below. See Index 1.1 for more info.



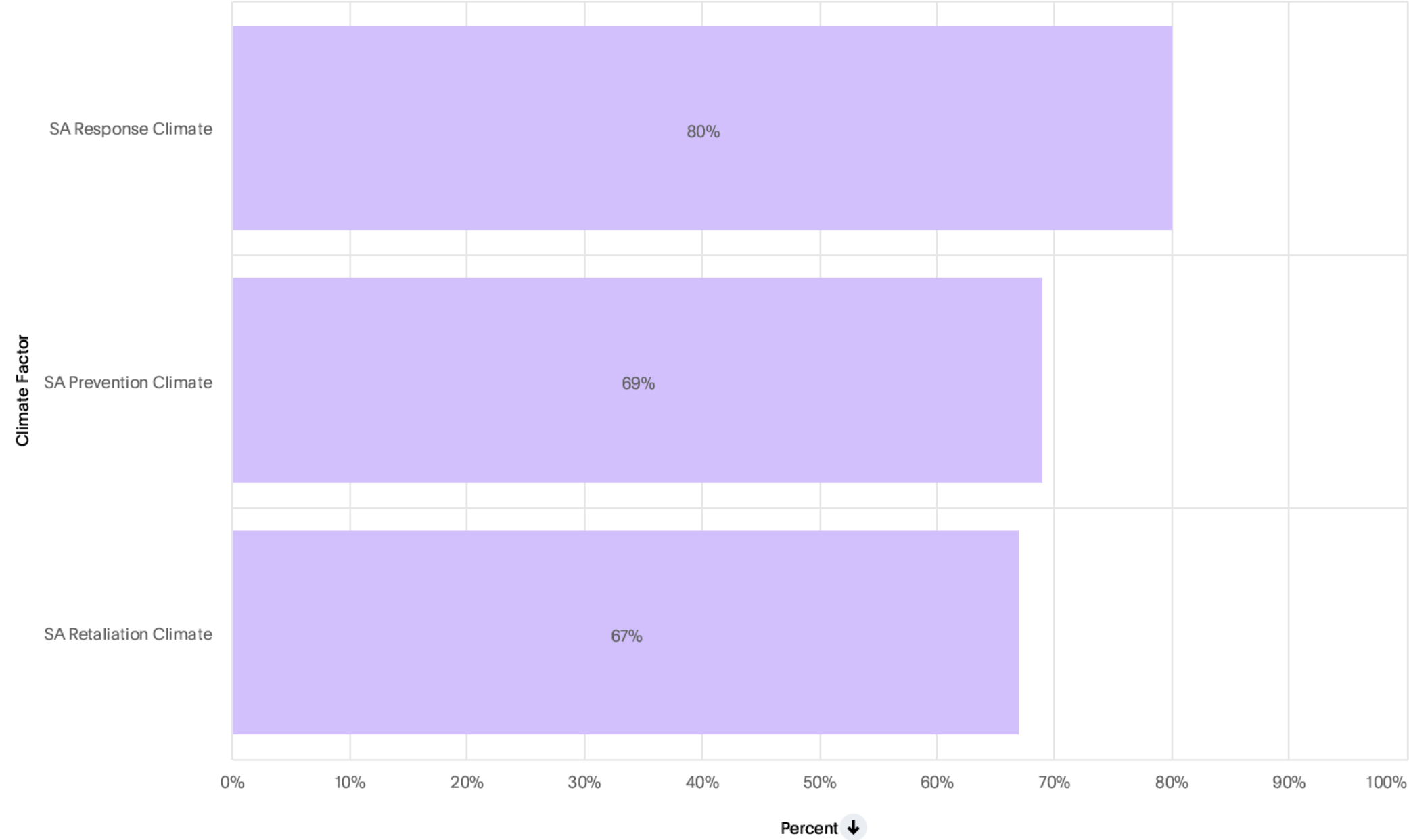
EO/EEO/Fair Treatment

Your unit's overall favorability ratings for EO / EEO / Fair Treatment are displayed below. See Index 1.2 for more info.



Sexual Assault Prevention & Response

Your unit's overall favorability ratings for Sexual Assault Prevention and Response are displayed below. See Index 1.3 for more info.



How to Interpret Color Coding

	Improvement Needed	Caution	Adequate	Excellent	Data Not Reportable	
Low Range	0%	50%	70%	90%	-99%	
High Range	49%	69%	89%	100%	-99%	

Organizational Effectiveness

Your unit's overall favorability ratings and the demographic comparisons between ratings are displayed below. See Index 2.1 for more info.

Category	Commitment	Senior Leadership	Organization Performance	Group Cohesion	Trust in Leadership	Job Satisfaction	Organization Process	Engagement
Overall	37%	42%	54%	42%	50%	28%	28%	45%
Majority	46%	48%	56%	47%	57%	27%	30%	45%
Minority	36%	46%	58%	39%	53%	34%	30%	47%
Women	30%	37%	48%	34%	38%	25%	10%	27%
Men	40%	44%	56%	45%	55%	30%	34%	51%
Enlisted	37%	42%	53%	42%	49%	30%	27%	44%
Officer	37%	47%	59%	45%	62%	20%	29%	51%
Junior Enlisted	37%	40%	52%	40%	46%	31%	26%	43%
Senior Enlisted	42%	57%	61%	61%	68%	18%	39%	48%
Junior Officer	-99%	-99%	-99%	-99%	-99%	-99%	-99%	-99%
Military	-99%	-99%	-99%	-99%	-99%	-99%	-99%	-99%

Equal Opportunity / Equal Employment Opportunity / Fair Treatment

Your unit's overall favorability ratings and the demographic comparisons between ratings are displayed below. See Index 2.2 for more info.

Category	Inclusion	Discrimination	Sexual Harassment	Sexual Harassment Retaliation Composite	
Overall	36%	61%	63%	66%	
Majority	42%	72%	72%	81%	
Minority	36%	53%	60%	50%	
Women	25%	39%	49%	59%	
Men	40%	69%	69%	69%	
Enlisted	35%	60%	62%	64%	
Officer	44%	66%	71%	84%	
Junior Enlisted	33%	59%	60%	62%	
Senior Enlisted	50%	71%	84%	77%	
Junior Officer	-99%	-99%	-99%	-99%	
Military	-99%	-99%	-99%	-99%	

Sexual Assault Prevention & Response

Your unit's overall favorability ratings and the demographic comparisons between ratings are displayed below. See Index 2.3 for more info.

Category	Sexual Assault Prevention Climate	Sexual Assault Response Climate	Sexual Assault Retention Climate	
Overall	69%	80%	67%	
Majority	77%	89%	82%	
Minority	64%	79%	52%	
Women	56%	65%	55%	
Men	74%	86%	70%	
Enlisted	67%	78%	64%	
Officer	82%	93%	79%	
Junior Enlisted	65%	77%	63%	
Senior Enlisted	88%	89%	77%	
Junior Officer	-99%	-99%	-99%	
Military	-99%	-99%	-99%	

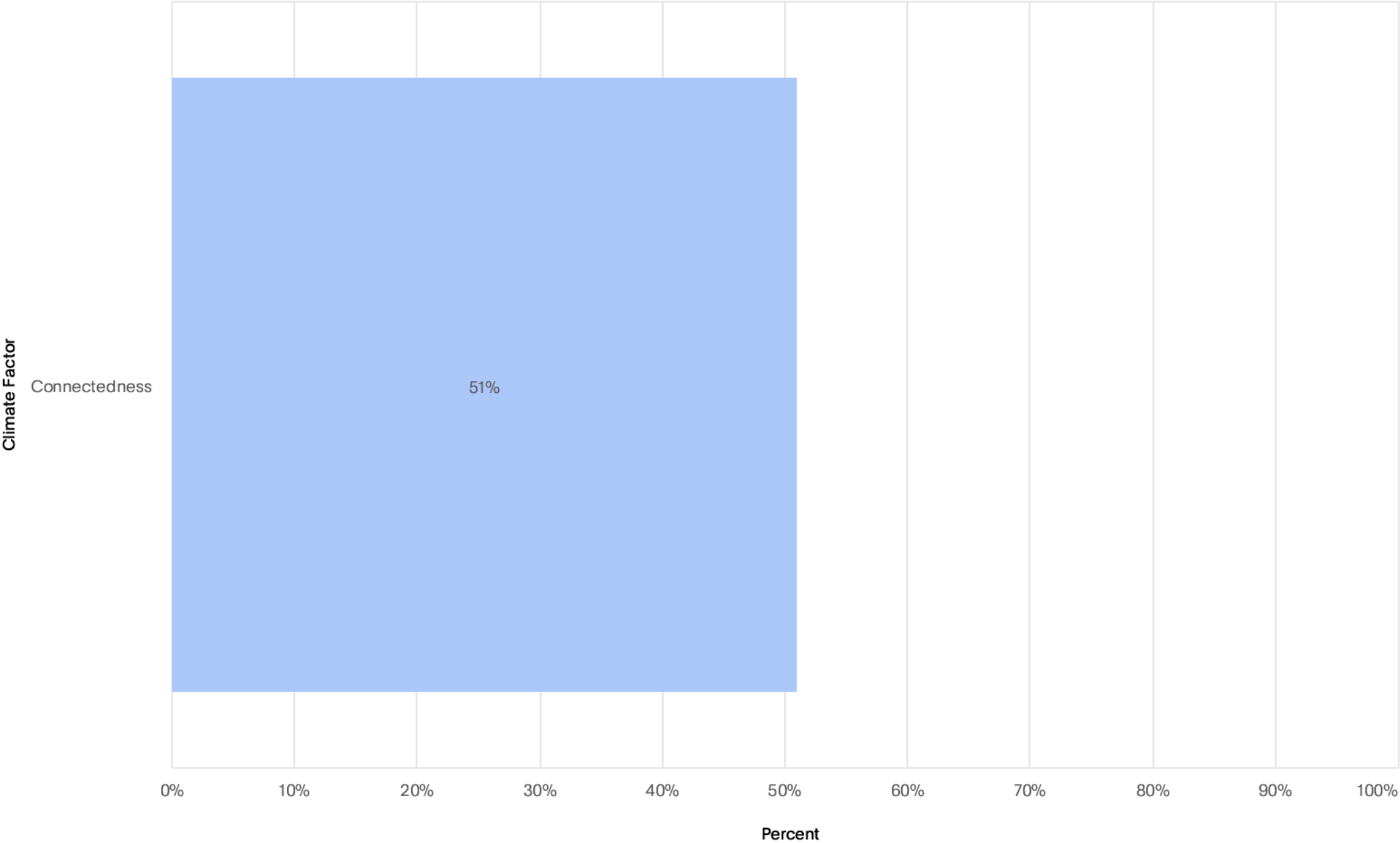
Connectedness

Your unit's overall favorability ratings and the demographic comparisons between ratings are displayed below. See Index 2.4 for more info.

Category	Connectedness	
Overall	51%	
Majority	53%	
Minority	55%	
Women	40%	
Men	56%	
Enlisted	52%	
Officer	50%	
Junior Enlisted	51%	
Senior Enlisted	61%	
Junior Officer	-99%	
Military	-99%	

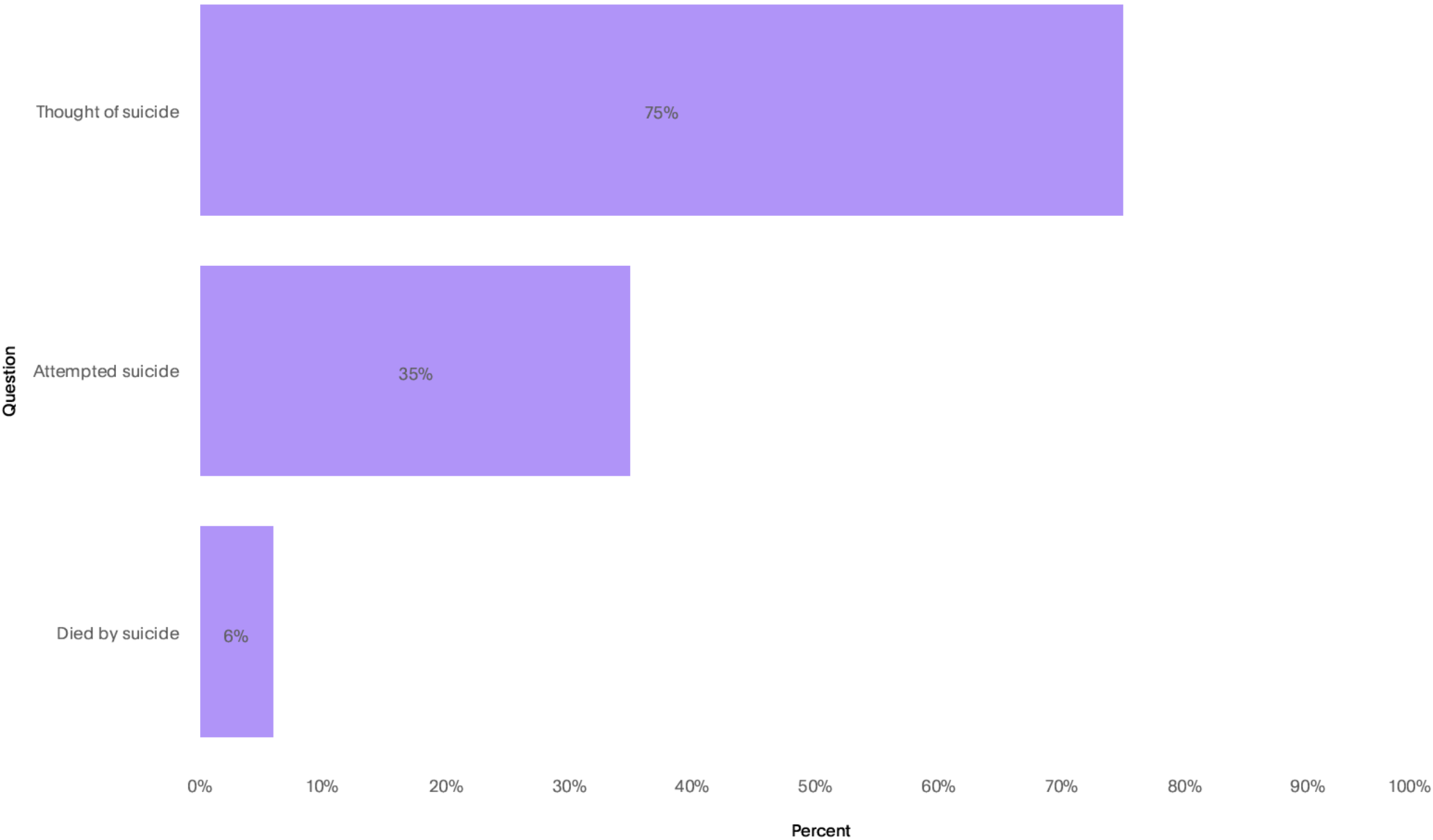
Connectedness (Overall)

Your unit's overall favorability rating of connectedness is displayed below. See Index 2.5 for more info.



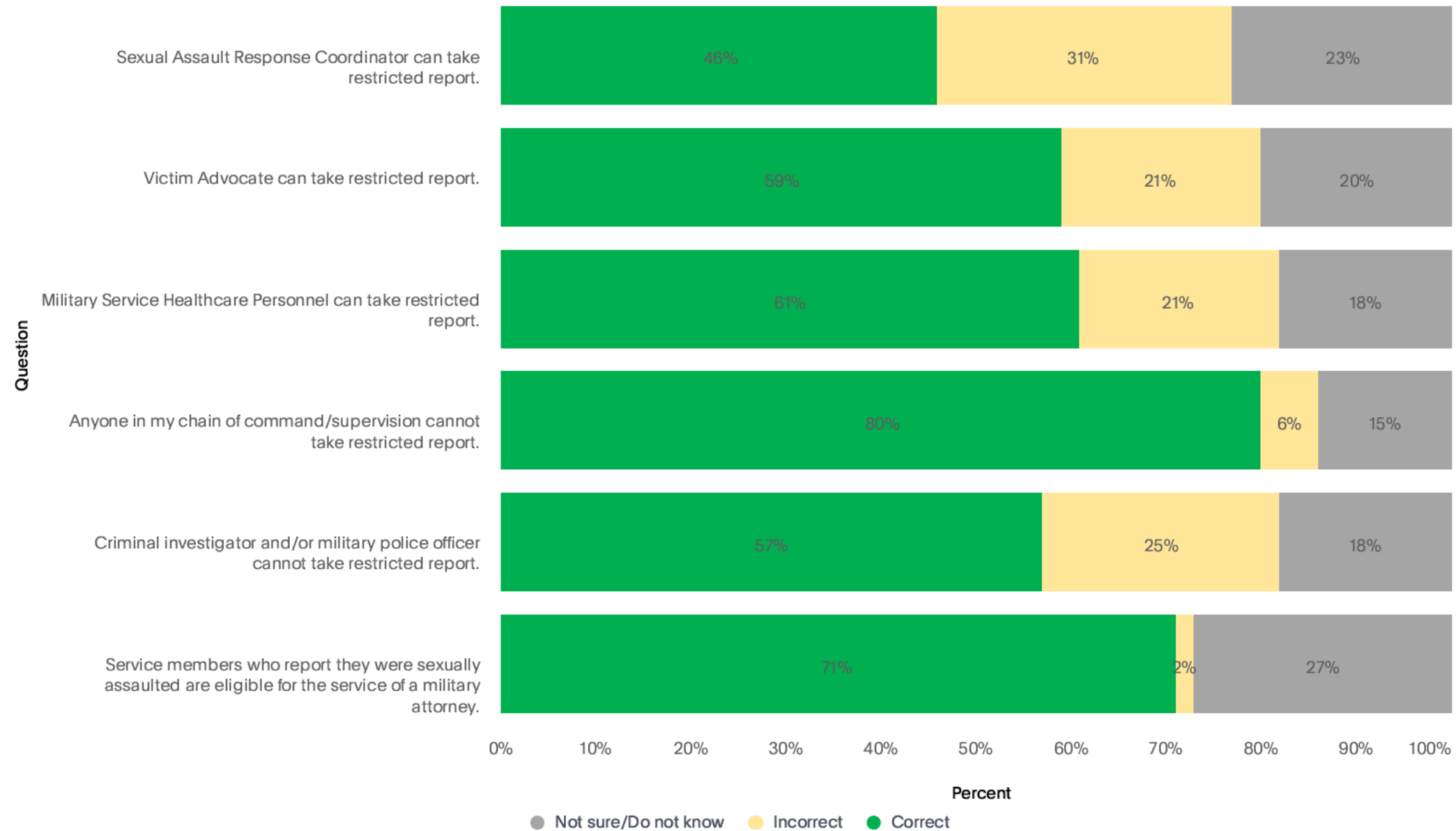
Knowledge of Suicide Ideation, Attempts & Death

I know someone in my organization who has...



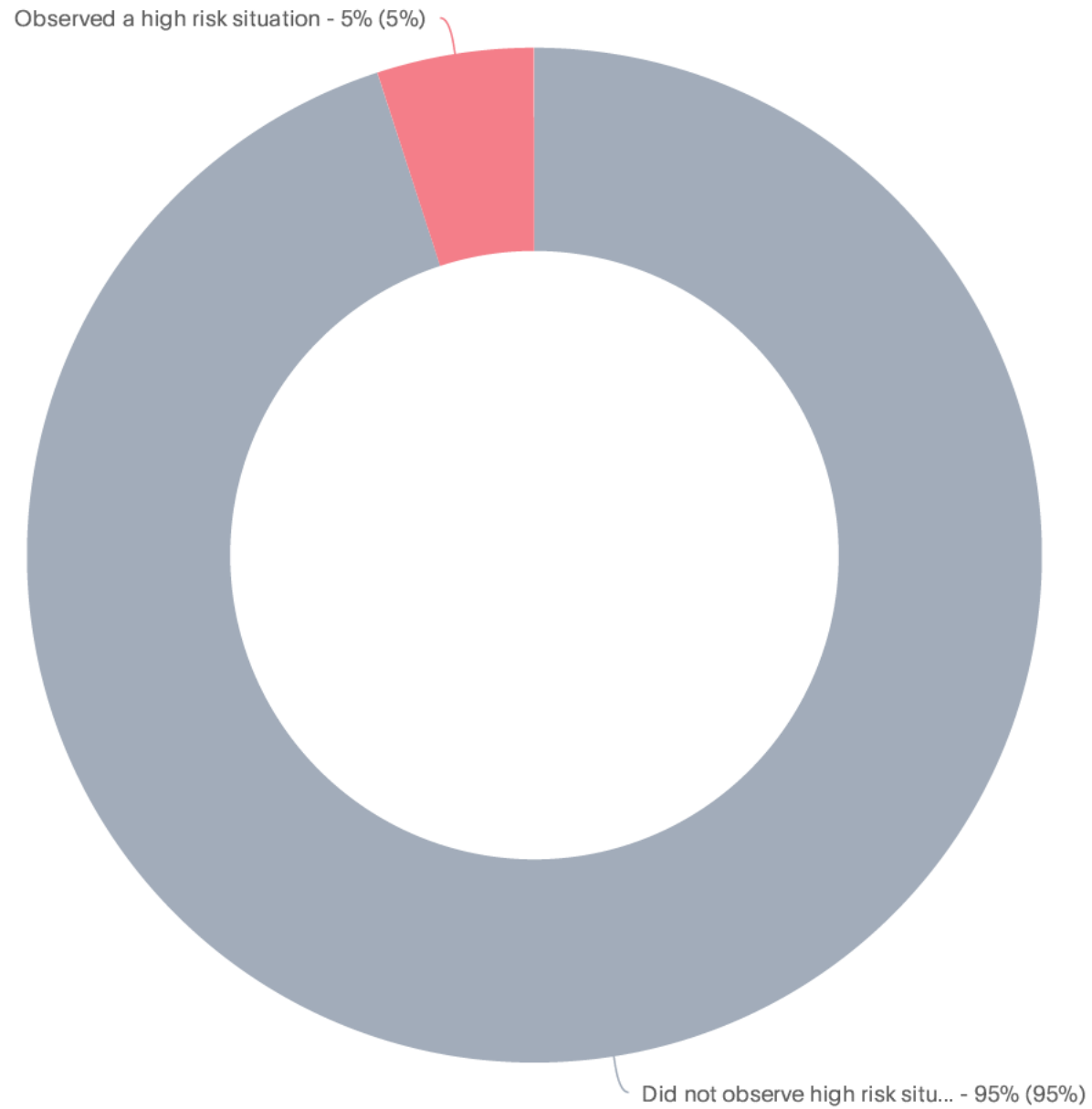
Sexual Assault Reporting Knowledge

The graph below displays the percentage of respondents who correctly or incorrectly answered each item. See Index 2.6 for more info.



Bystander Intervention

Respondents who observed a high risk situation (i.e., one they believed was, or could have led to a sexual assault) within the past 12 months



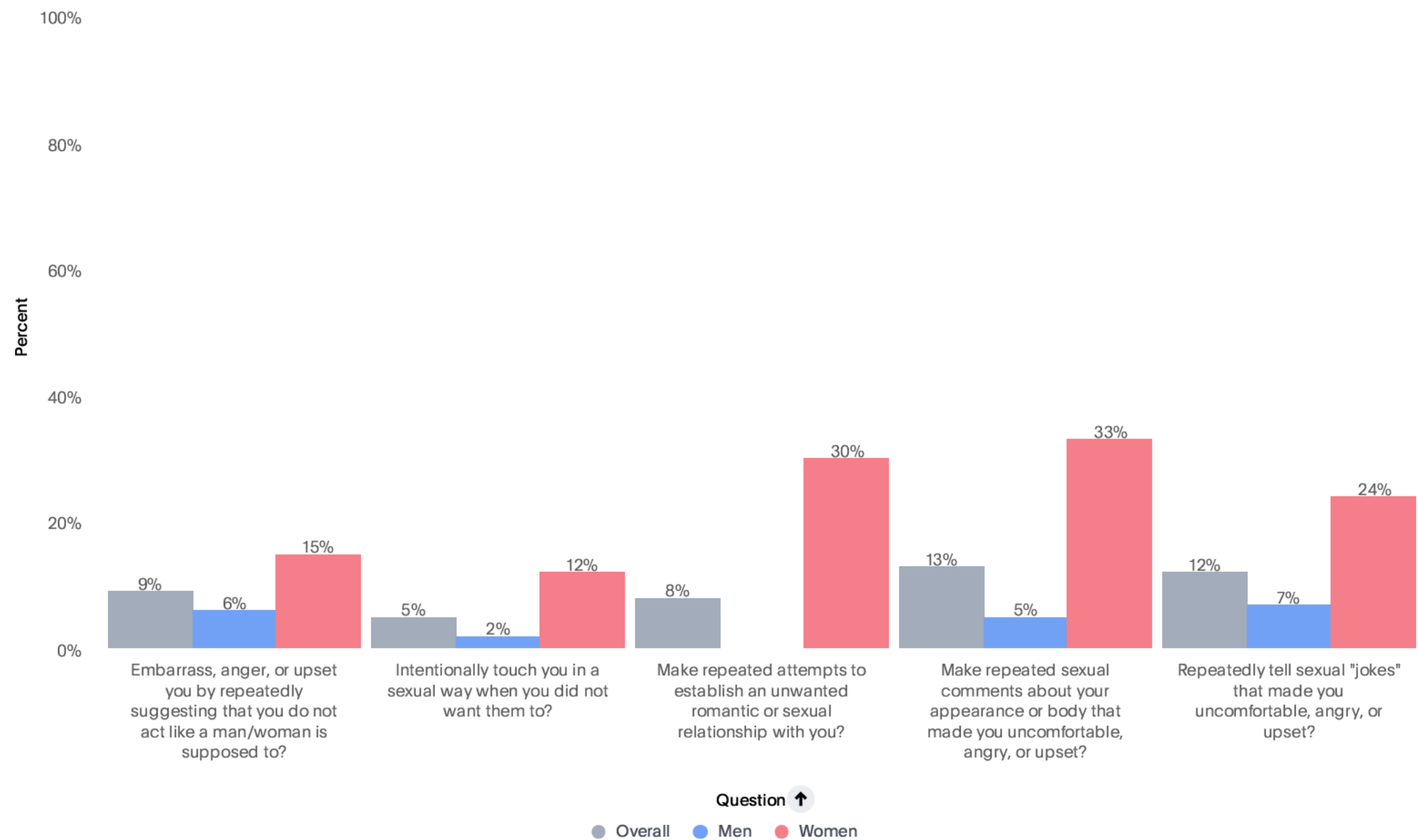
Reported Actions Taken Following High Risk Situation

For those individuals who observed a high risk situation, they were asked to choose the response that most closely resembled their actions.

Response	Percent	
I asked the person who appeared to be at risk if they needed help.	50%	
I created a distraction to cause one or more of the people to disengage from the situation.	17%	
I asked others to step in as a group and diffuse the situation.	17%	
I stepped in and separated people involved in the situation.	17%	

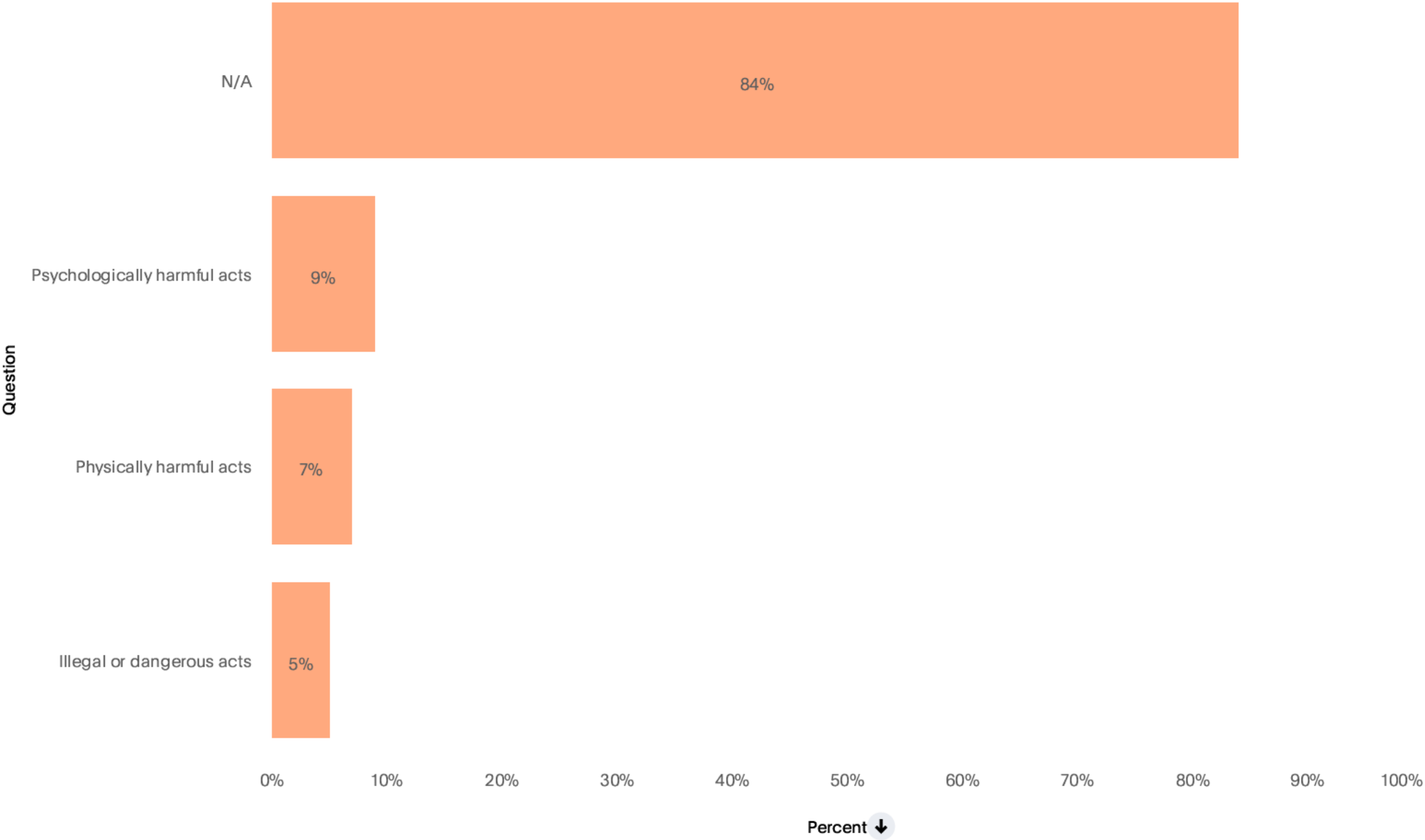
Unwanted Workplace Experiences

The graph shows the percentage who said that someone from their workplace did any of the following actions to them. See Index 2.7 for more info.



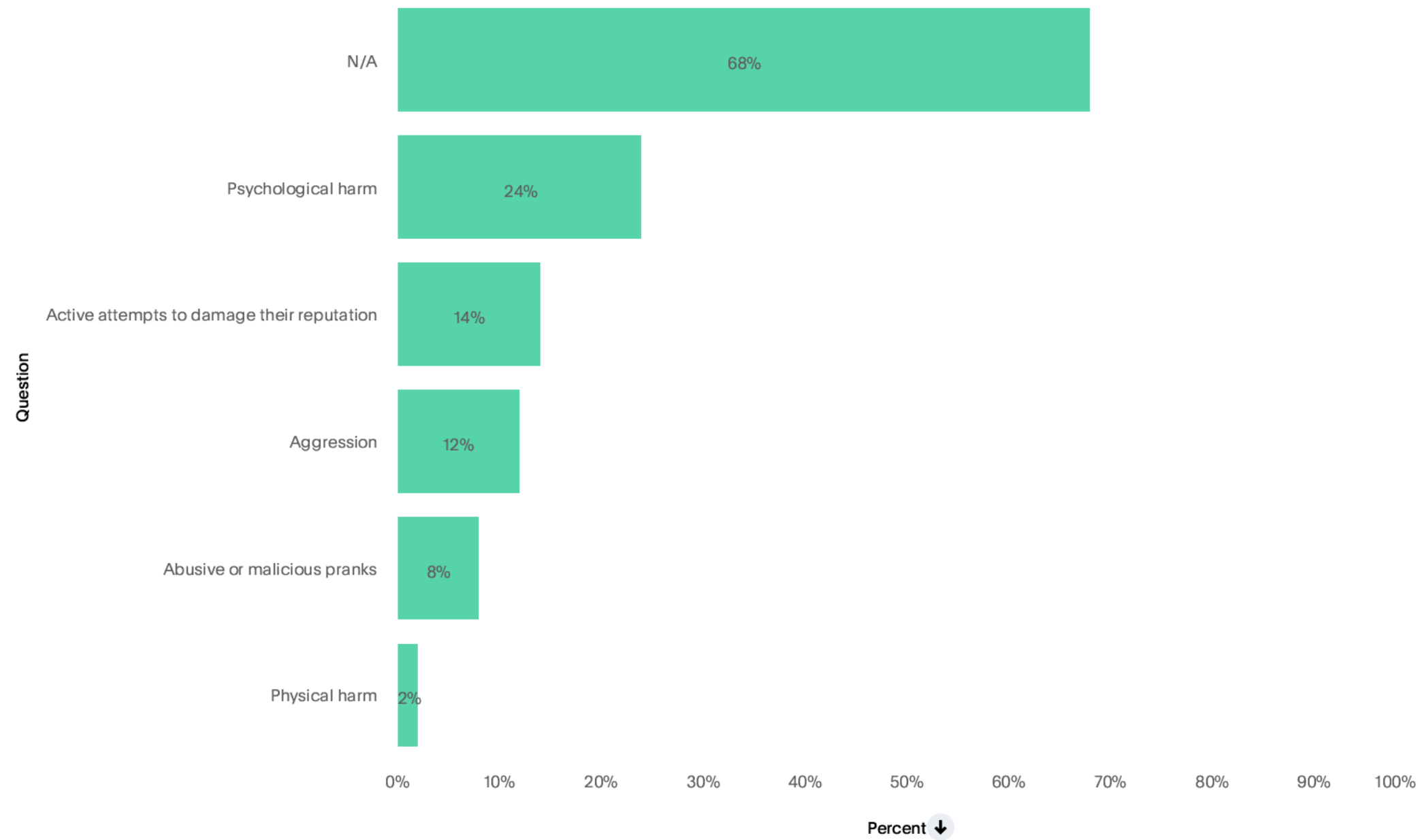
Hazing

Percentage who said individuals are pressured to do the following acts as an initiation process at their workplace. See Index 2.8 for more info.



Bullying

Percentage who said individuals in their workplace who are seen as "different" are targets of the following. See index 2.9 for more info.



Custom Multiple-Choice Questions (Locally Developed Questions or LDQs)

Category Name	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total	
Communication/Flow of Information	Commander's Calls/All hands effectively pass on information I need to know.	7% (8)	9% (11)	20% (24)	46% (54)	18% (21)	100% (118)	
Communication/Flow of Information	My immediate supervisor explains things clearly to me.	8% (9)	18% (21)	21% (25)	40% (48)	13% (16)	100% (119)	
Feedback and Recognition	I am rewarded for my duty performance.	42% (50)	22% (26)	15% (18)	18% (21)	3% (4)	100% (119)	
Leadership Accessibility/Openness	I would feel comfortable asking my immediate supervisor for help.	18% (21)	11% (13)	14% (17)	38% (45)	19% (22)	100% (118)	
Physical Health/Well-being	Illegal drug use is not a problem in this command.	30% (36)	29% (34)	24% (29)	13% (15)	4% (5)	100% (119)	
Physical Health/Well-being	The overall health of this unit is better now than one year ago.	57% (68)	17% (20)	19% (23)	6% (7)	1% (1)	100% (119)	
Help Seeking Behaviors	Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).	19% (23)	19% (23)	31% (37)	24% (29)	6% (7)	100% (119)	
Inclusion	In this workgroup, I am comfortable being myself.	13% (15)	18% (22)	23% (27)	34% (40)	13% (15)	100% (119)	
Inclusion	My coworkers treat me as a part of the workgroup.	8% (9)	12% (14)	23% (27)	41% (49)	17% (20)	100% (119)	
Stress/OPTEMPO	I experience a high level of stress in this command.	3% (4)	2% (2)	8% (9)	13% (16)	74% (88)	100% (119)	

10 rows total

Organizational Effectiveness: Commitment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
I feel like "part of the family" in this workgroup.	18% (24)	14% (18)	12% (16)	14% (18)	16% (21)	19% (25)	6% (8)	100% (130)	
This workgroup has a great deal of personal meaning to me.	20% (26)	24% (31)	8% (11)	12% (16)	14% (18)	15% (20)	6% (8)	100% (130)	
I feel a strong sense of belonging to this workgroup.	19% (25)	24% (31)	10% (13)	12% (16)	14% (18)	16% (21)	5% (6)	100% (130)	

3 rows total

Organizational Effectiveness: Senior Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	21% (27)	16% (21)	7% (9)	12% (15)	21% (27)	17% (22)	7% (9)	100% (130)	
My senior leader clarifies our organization's goals and priorities.	20% (26)	16% (21)	8% (10)	6% (8)	20% (26)	22% (29)	8% (10)	100% (130)	
My senior leader communicates a clear vision for the future.	19% (25)	16% (20)	9% (11)	10% (13)	19% (24)	20% (26)	8% (10)	100% (129)	
My senior leader listens to the concerns of the organization's military members/employees.	37% (48)	13% (17)	9% (12)	12% (16)	10% (13)	12% (16)	5% (7)	100% (129)	

Organizational Effectiveness: Organizational Performance

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	21% (27)	8% (10)	6% (8)	9% (12)	16% (21)	22% (28)	18% (24)	100% (130)	
My organization's performance, compared to similar organizations, is high.	12% (16)	7% (9)	8% (11)	13% (17)	13% (17)	29% (38)	17% (22)	100% (130)	
My organization makes good use of available resources to accomplish its mission.	17% (22)	12% (15)	7% (9)	19% (25)	12% (16)	25% (33)	8% (10)	100% (130)	

3 rows total

Organizational Effectiveness: Group Cohesion

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
My workgroup is united in trying to reach its goals for performance.	18% (23)	12% (16)	9% (12)	14% (18)	16% (21)	22% (29)	8% (11)	100% (130)	
We all take responsibility for the performance of the workgroup.	22% (28)	14% (18)	12% (16)	13% (17)	10% (13)	20% (26)	9% (11)	100% (129)	
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	22% (28)	18% (23)	11% (14)	9% (12)	18% (24)	17% (22)	5% (7)	100% (130)	

Organizational Effectiveness: Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
I can rely on my immediate supervisor to act in my organization's best interest.	22% (28)	12% (15)	8% (11)	12% (16)	13% (17)	22% (29)	11% (14)	100% (130)	
My immediate supervisor follows through with commitments he or she makes.	16% (20)	11% (14)	10% (13)	15% (19)	14% (18)	24% (31)	11% (14)	100% (129)	
I feel comfortable sharing my work difficulties with my immediate supervisor.	24% (31)	13% (17)	8% (11)	8% (10)	12% (15)	25% (32)	11% (14)	100% (130)	
My immediate supervisor treats me fairly.	12% (16)	8% (10)	8% (10)	13% (17)	11% (14)	33% (43)	15% (20)	100% (130)	

Organizational Effectiveness: Job Satisfaction

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
I like my current job.	32% (41)	17% (22)	8% (11)	9% (12)	14% (18)	12% (15)	8% (11)	100% (130)	
I feel satisfied with my current job.	32% (41)	22% (28)	9% (12)	10% (13)	14% (18)	8% (10)	6% (8)	100% (130)	
I am happy with my current job.	33% (43)	20% (26)	12% (16)	11% (14)	8% (11)	9% (12)	6% (8)	100% (130)	

3 rows total

Organizational Effectiveness: Organizational Processes

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
Programs are in place to address military members'/employees' concerns.	28% (37)	12% (16)	8% (11)	18% (24)	16% (21)	13% (17)	3% (4)	100% (130)	
Discipline is administered fairly.	35% (46)	18% (23)	13% (17)	11% (14)	9% (12)	12% (15)	2% (3)	100% (130)	
Decisions are made after reviewing relevant information.	25% (32)	19% (25)	14% (18)	15% (19)	12% (15)	13% (17)	2% (3)	100% (129)	

3 rows total

Organizational Effectiveness: Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
At my workplace, I am mentally resilient.	11% (14)	9% (12)	16% (21)	9% (12)	18% (23)	23% (30)	14% (18)	100% (130)	
I am enthusiastic about my work.	29% (38)	13% (17)	11% (14)	13% (17)	14% (18)	14% (18)	6% (8)	100% (130)	
Time flies when I am working.	19% (25)	8% (11)	7% (9)	20% (26)	12% (15)	21% (27)	13% (17)	100% (130)	

3 rows total

EO/EEO/Fair Treatment: Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total	
Coworkers are treated as valued members of the team without losing their unique identities.	22% (28)	22% (29)	14% (18)	15% (19)	9% (12)	13% (17)	5% (6)	100% (129)	
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	17% (22)	12% (15)	8% (10)	17% (22)	19% (25)	23% (30)	5% (6)	100% (130)	
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	24% (31)	12% (15)	15% (19)	12% (16)	19% (25)	16% (21)	2% (3)	100% (130)	
Outcomes (e.g., training opportunities, awards and recognition) are fairly distributed among military members/employees of my workgroup.	33% (43)	17% (22)	6% (8)	18% (24)	8% (11)	12% (15)	5% (7)	100% (130)	
The decision-making processes that impact my workgroup are fair.	24% (31)	18% (23)	15% (20)	16% (21)	14% (18)	12% (15)	2% (2)	100% (130)	

5 rows total

EO/EEO/Fair Treatment: Inclusion at Work

These questions are negatively worded. Agreement with these items indicates an unfavorable response.

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Sightly Disagree	Disagree	Strongly Disagree	Total	
I feel excluded by my workgroup because I am different.	7% (9)	6% (8)	8% (10)	26% (34)	10% (13)	26% (34)	17% (22)	100% (130)	

EO/EEO/Fair Treatment: Discrimination

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total	
Discrimination based on race/color/national origin does not occur in my workplace.	8% (11)	6% (8)	8% (10)	10% (13)	7% (9)	28% (37)	32% (42)	100% (130)	
Discrimination based on religion does not occur in my workplace.	5% (6)	1% (1)	2% (2)	17% (22)	5% (6)	31% (40)	40% (52)	100% (129)	
Discrimination based on sex does not occur in my workplace.	13% (16)	9% (12)	13% (17)	10% (13)	4% (5)	22% (28)	29% (37)	100% (128)	
Discrimination based on sexual orientation does not occur in my workplace.	9% (11)	5% (6)	3% (4)	19% (24)	5% (6)	25% (32)	36% (46)	100% (129)	
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	22% (28)	5% (7)	10% (13)	13% (17)	9% (12)	29% (37)	11% (14)	100% (128)	

5 rows total

EO/EEO/Fair Treatment: Discrimination

These questions are negatively worded. Agreement with these items indicates an unfavorable response.

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Sightly Disagree	Disagree	Strongly Disagree	Total	
Racial slurs, comments, and/or jokes are used in my workplace.	8% (10)	5% (7)	12% (16)	15% (19)	9% (11)	26% (33)	26% (33)	100% (129)	
Sexist slurs, comments, and/or jokes are used in my workplace.	9% (11)	8% (10)	12% (16)	16% (20)	9% (11)	22% (28)	26% (33)	100% (129)	

2 rows total

EO/EEO/Fair Treatment: Sexual Harrassment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Sightly Agree	Agree	Strongly Agree	Total	
My chain of command/supervision adequately responds to allegations of sexual harassment.	5% (6)	2% (3)	6% (8)	26% (34)	12% (16)	34% (44)	14% (18)	100% (129)	
My chain of command/supervision plays an active role in the prevention of sexual harassment.	5% (7)	3% (4)	4% (5)	25% (32)	13% (17)	37% (48)	12% (16)	100% (129)	

2 rows total

EO/EEO/Fair Treatment: Sexual Harassment

These questions are negatively worded. Agreement with these items indicates an unfavorable response.

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Sightly Disagree	Disagree	Strongly Disagree	Total	
Individuals from my workplace use offensive gestures that are sexual in nature.	5% (6)	7% (9)	7% (9)	23% (29)	5% (6)	25% (32)	28% (36)	100% (127)	
Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.	3% (4)	2% (2)	1% (1)	23% (29)	2% (2)	21% (27)	49% (63)	100% (128)	

2 rows total

EO/EEO/Fair Treatment: Sexual Harassment Retaliation Climate

In my work group, military members or employees who file a sexual harassment complaint would be...

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	S ightly Agree	Agree	Strongly Agree	Total	
Excluded from social interactions or conversations.	25% (29)	30% (34)	6% (7)	24% (28)	7% (8)	3% (4)	4% (5)	100% (115)	
Denied career opportunities (e.g., denied training, awards or promotions).	31% (36)	29% (34)	10% (12)	19% (23)	4% (5)	3% (4)	3% (4)	100% (118)	
Blamed for causing problems.	28% (33)	28% (33)	6% (7)	23% (27)	7% (8)	3% (4)	4% (5)	100% (117)	
Discouraged from moving forward with the complaint.	29% (34)	30% (35)	8% (10)	19% (23)	5% (6)	3% (4)	5% (6)	100% (118)	
Disciplined or given other corrective action.	31% (37)	34% (40)	8% (9)	20% (24)	2% (2)	3% (3)	3% (3)	100% (118)	
Subjected to insulting or disrespectful remarks or jokes.	28% (33)	29% (34)	9% (10)	21% (24)	6% (7)	3% (4)	4% (5)	100% (117)	

SAPR: Sexual Assault Prevention Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total	
My immediate supervisor models respectful behavior.	8% (10)	10% (12)	7% (9)	15% (19)	15% (19)	33% (41)	12% (15)	100% (125)	
My immediate supervisor promotes responsible alcohol use.	5% (6)	4% (5)	2% (2)	13% (16)	12% (15)	47% (59)	18% (22)	100% (125)	
My immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work.	6% (7)	10% (13)	2% (2)	16% (20)	10% (12)	38% (47)	19% (24)	100% (125)	
My immediate supervisor would stop individuals who are talking about sexual topics at work.	7% (9)	5% (6)	2% (3)	19% (24)	11% (14)	39% (48)	16% (20)	100% (124)	
My immediate supervisor would intervene if an individual was receiving sexual attention at work (e.g., staring at someone's chest, standing too close, rubbing someone's shoulders).	6% (7)	2% (2)	3% (4)	15% (18)	7% (9)	40% (49)	28% (35)	100% (124)	
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes (e.g., sexual assault, violence, or suicide).	6% (7)	8% (10)	1% (1)	15% (18)	13% (16)	35% (43)	23% (29)	100% (124)	

6 rows total

SAPR: Sexual Assault Response Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total	
If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	2% (2)	1% (1)	2% (2)	7% (9)	7% (9)	40% (50)	41% (51)	100% (124)	
If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know.	6% (8)	2% (3)	6% (7)	6% (8)	6% (8)	28% (35)	44% (55)	100% (124)	
If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members/employees from spreading rumors and speculation about the allegation.	5% (6)	4% (5)	4% (5)	10% (12)	7% (9)	31% (38)	40% (49)	100% (124)	
If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter.	2% (2)	1% (1)	2% (2)	13% (16)	11% (13)	34% (41)	37% (44)	100% (119)	
If a coworker were to report a sexual assault, my chain of command/supervision would support the individual for speaking up.	4% (5)	0% (0)	2% (2)	20% (24)	11% (13)	31% (38)	32% (39)	100% (121)	

5 rows total

SAPR: Sexual Assault Retaliation Climate

In my work group, reporters of sexual assault would be...

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	S ightly Agree	Agree	Strongly Agree	Total	
Excluded from social interactions or conversations.	29% (34)	25% (30)	6% (7)	25% (30)	6% (7)	3% (4)	6% (7)	100% (119)	
Subjected to insulting or disrespectful remarks or jokes.	32% (38)	28% (33)	9% (11)	19% (23)	3% (4)	3% (3)	6% (7)	100% (119)	
Blamed for causing problems.	30% (36)	27% (32)	6% (7)	23% (27)	5% (6)	3% (4)	7% (8)	100% (120)	
Denied career opportunities (e.g., denied training, awards or promotions).	33% (39)	29% (35)	8% (9)	21% (25)	2% (2)	2% (2)	7% (8)	100% (120)	
Disciplined or given other corrective action.	33% (39)	29% (34)	12% (14)	18% (22)	1% (1)	3% (4)	4% (5)	100% (119)	
Discouraged from moving forward with the complaint.	31% (37)	30% (36)	5% (6)	24% (29)	3% (3)	3% (3)	5% (6)	100% (120)	

6 rows total

Connectedness: Burdensomeness

This question is negatively worded. Agreement with this item indicates an unfavorable response.

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Sightly Disagree	Disagree	Strongly Disagree	Total	
My future seems dark to me.	17% (22)	16% (21)	15% (19)	22% (28)	4% (5)	19% (25)	8% (10)	100% (130)	

Connectedness: Burdensomeness

This question is negatively worded. Agreement with this item indicates an unfavorable response.

Question	Very true for me	True for me	Somewhat true for me	Somewhat untrue for me	Untrue for me	Not at all true for me	Total	
These days, I think I am a burden on people in my life.	12% (15)	9% (12)	12% (16)	7% (9)	38% (49)	22% (28)	100% (129)	

Connectedness: Belongingness

Question	Not at all true for me	Untrue for me	Somewhat untrue for me	Somewhat true for me	True for me	Very true for me	Total	
These days, I feel like I belong.	12% (16)	25% (33)	21% (27)	18% (24)	18% (24)	5% (6)	100% (130)	
These days, I feel that there are people I can turn to in times of need.	11% (14)	12% (15)	11% (14)	32% (41)	25% (33)	10% (13)	100% (130)	

2 rows total

Index Reference

Use this table to find out more information about the visuals in this report.

Report	Visual	Index	Description	
Primary Climate Factor Results	Organizational Effectiveness	1.1	These factors help determine whether members support leadership in carrying out the organization's mission. Your unit's overall favorability ratings for Organizational Effectiveness are displayed in this graph. No data are displayed in cases where fewer than five people responded to the questions.	
Primary Climate Factor Results	Equal Opportunity / Equal Employment Opportunity / Fair Treatment	1.2	These factors help identify those social, personal, or institutional barriers that prevent people from rising to their highest professional level. Your unit's overall favorability ratings for EO / EEO / Fair Treatments are displayed in this graph. No data are displayed in cases where fewer than five people responded to the questions.	
Primary Climate Factor Results	Sexual Assault Prevention & Response	1.3	These factors help assess sexual assault response climate, prevention climate, and retaliation climate. Your unit's overall favorability ratings for Sexual Assault Prevention and Response are displayed in this graph. No data are displayed in cases where fewer than five people responded to the questions.	
Demographic Comparisons	Organizational Effectiveness	2.1	These factors help determine whether members support leadership in carrying out the organization's mission. Your unit's overall favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. Refer to the "Primary Climate Factors" document in the QuickLinks menu of the online DEOCS reporting tool for more information on the color coding and resources to help improve organizational effectiveness in your unit.	
Demographic Comparisons	Equal Opportunity / Equal Employment Opportunity / Fair Treatment	2.2	These factors help identify those social, personal, or institutional barriers that prevent people from rising to their highest professional level. Your unit's overall favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. Refer to the "Primary Climate Factors" document in the QuickLinks menu of the online DEOCS reporting tool for more information on the color coding and resources to help improve EO / EEO / fair treatment in your unit.	
Demographic Comparisons	Sexual Assault Prevention & Response	2.3	These factors help assess sexual assault response climate, prevention climate, and retaliation climate. Your unit's overall favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. Refer to the "Primary Climate Factors" document in the QuickLinks menu of the online DEOCS reporting tool for more information on the color coding and resources to help improve sexual assault prevention and response in your unit.	
Demographic Comparisons	Connectedness	2.4	Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Your unit's overall favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. Refer to the "Primary Climate Factors" document in the QuickLinks menu of the online DEOCS reporting tool for more information on the color coding and resources to help improve connectedness in your organization.	
Secondary Climate Factor Results	Connectedness	2.5	Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Your unit's overall favorability rating of connectedness is displayed in this graph.	
Secondary Climate Factor Results	Sexual Assault Reporting Knowledge	2.6	Knowledge of sexual assault reporting was assessed by asking several questions about who can/cannot receive unrestricted reports and eligibility for a military attorney. This graph shows each item, worded as a true statement. The percentage of respondents who correctly endorsed the statement as being true are shown in green (i.e., "Correct"), the percentage who did not endorse the statement as being true are shown in yellow (i.e., "Incorrect"), and the percentage who indicated they did not know are shown in gray (i.e., "Don't know").	
Secondary Climate Factor Results	Unwanted Workplace Experiences	2.7	Respondents were asked whether, under their current senior leader and within the last 12 months, someone from their workplace did any of the following actions to them. Percentage who responded "yes" are displayed in this graph. No data are displayed if less than five people responded to a question or less than five men or women responded to a question.	
Secondary Climate Factor Results	Hazing	2.8	The definitions of hazing was obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015. Respondents were asked if individuals in their workplace are pressured to engage in any of the following acts as part of an initiation or admission process (without a proper military or other governmental purpose); the percentage who responded "yes" are displayed in this graph. No data are displayed if less than five people responded to a question.	
Secondary Climate Factor Results	Bullying	2.9	The definitions of bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015. Respondents were asked if individuals in their workplace who are seen as "different" are targets of any of the following actions; the percentage who responded "yes" are displayed in this graph. No data are displayed if less than five people responded to a question.	

12 rows total



DEOCS

Registration:
Unit:
Commander:
Survey Administrator:
Survey Dates:
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RegistraionName
USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

Comments

ORGANIZATIONAL EFFECTIVENESS

(b) (5), (b) (6)

(b) (5)

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(b) (5), (b) (6)

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ORGANIZATIONAL EFFECTIVENESS

(b) (5)

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ORGANIZATIONAL EFFECTIVENESS

(b) (5)

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

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ORGANIZATIONAL EFFECTIVENESS

(b) (5)

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

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EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

(b) (5), (b) (6)

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(b) (5)

SEXUAL ASSAULT PREVENTION AND RESPONSE

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SEXUAL ASSAULT PREVENTION AND RESPONSE

(b) (5)

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(b) (5), (b) (6)

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(b) (5), (b) (6)

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COMMENT

(b) (5)

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(b) (5), (b) (6)



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USS FORREST SHERMAN (DDG 98)
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COMMENT

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Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

COMMENT

(b) (5), (b) (6)

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USS FORREST SHERMAN (DDG 98)
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COMMENT

(b) (5)
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(b) (5), (b) (6)
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Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
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Group Name:	All

COMMENT

(b) (5)

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Group Name:	All

COMMENT

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DEOCS

Registration:
Unit:
Commander:
Survey Administrator:
Survey Dates:
Group Name:

RegistraionName
USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

COMMENT

(b) (5), (b) (6)

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

COMMENT

(b) (5)

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

COMMENT

(b) (5), (b) (6)

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

Commander Selected Short Answer Questions

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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DEOCS

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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DEOCS

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

(b) (5)

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

(b) (5), (b) (6)

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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DEOCS

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Survey Administrator:

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RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

Briefly list the sources of job related stress you experience, from the greatest source to the least.

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How has communciation changed in the unit since last year?

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

How has communciation changed in the unit since last year?

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DEOCS

Registration:

Unit:

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Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How has communciation changed in the unit since last year?

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DEOCS

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How has communciation changed in the unit since last year?

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

How has communciation changed in the unit since last year?

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DEOCS

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How has communciation changed in the unit since last year?

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How is the overall climate of this unit, compared to one year ago? Please explain.

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DEOCS

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

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Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

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DEOCS

Registration:

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Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

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Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

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DEOCS

Registration:

Unit:

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Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

(b) (5), (b) (6)

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DEOCS

Registration:

Unit:

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Survey Dates:

Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

How is the overall climate of this unit, compared to one year ago? Please explain.

(b) (5), (b) (6)

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If communication breaks down in this unit, where do you see it happening?

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DEOCS

Registration:

Unit:

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Survey Dates:

Group Name:

RegistrationName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

If communication breaks down in this unit, where do you see it happening?

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

If communication breaks down in this unit, where do you see it happening?

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DEOCS

Registration:

Unit:

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Group Name:

RegistraionName

USS FORREST SHERMAN (DDG 98)

Frank Azzarello

(b) (6)

2020-11-02 - 2020-11-23

All

If communication breaks down in this unit, where do you see it happening?

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

If communication breaks down in this unit, where do you see it happening?

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What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration:
Unit:
Commander:
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Survey Dates:
Group Name:

RegistraionName
USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration:
Unit:
Commander:
Survey Administrator:
Survey Dates:
Group Name:

RegistraionName
USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration:	RegistraionName
Unit:	USS FORREST SHERMAN (DDG 98)
Commander:	Frank Azzarello
Survey Administrator:	(b) (6)
Survey Dates:	2020-11-02 - 2020-11-23
Group Name:	All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration:
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RegistraionName
USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration:
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USS FORREST SHERMAN (DDG 98)
Frank Azzarello
(b) (6)
2020-11-02 - 2020-11-23
All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

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DEOCS

Registration: RegistraionName
Unit: USS FORREST SHERMAN (DDG 98)
Commander: Frank Azzarello
Survey Administrator: (b) (6)
Survey Dates: 2020-11-02 - 2020-11-23
Group Name: All

What ONE change would you make that you feel would improve the unit's OPTEMPO issues?

(b) (5)

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